

# Pre-registration Nursing Programs

## Inherent Requirements

# Inherent Requirements of the Bachelor of Nursing

## Introduction

Federation University Australia and the Institute of Health and Wellbeing strongly support the rights of all people, who wish to pursue pre-registration (undergraduate and post-graduate) nursing studies to achieve their potential and career objectives.

## Definition

Federation University defines for its purposes inherent requirements as the ability to work productively to achieve the core learning outcomes and required quality of the program while maintaining

- academic integrity;
- the ability to work in teams, and
- the capacity to work safely.

*Adopted from Australian Human Rights Commission 2021.*

## Inherent Requirements

Federation University Australia is committed to ensuring equality of access to all courses and programs and will provide reasonable adjustments to the learning environment to meet the needs of a diverse range of students. For example, students with a disability, and students with caring responsibilities.

However, Federation University acknowledges that there are some situations where adjustment is not possible. In such cases, Federation University will provide information on such restrictions to enable students to make an informed decision in relation to their courses and program options in the form of inherent requirements.

Inherent requirements refer to the fundamental attributes, skills and abilities that you must be able to achieve in order to demonstrate the essential learning outcomes of the degree you are studying. For example, such restrictions may include but are not limited to the following:

- Inability to secure a current Working with Children Check precluding students being able to undertake mandatory placements
- An inability to make reasonable adjustments in the education, clinical or workplace environment in relation to physical, psychological, cultural or sensory disabilities precluding students from being able to undertake mandatory placements.
- Disclosures on Police checks that may preclude students from being able to undertake mandatory placements

Federation University also notes that successful completion of a qualification does not necessarily guarantee registration in the associated profession. Students are advised to seek information on any restrictions that might apply to them in the applicable registration process prior to making decisions on a choice of program. For example, APHRA registration for nursing students.

### **The Domains**

The eight domains for the pre-registration Nursing programs inherent requirement statements are: ethical behaviour; behavioural stability; legal; communication; cognition; sensory abilities; strength and mobility; and sustainable performance.

### **The pre-registration Nursing programs – Inherent Requirement Statements**

The pre-registration Nursing programs (undergraduate and post-graduate) inherent requirement statements are published on the Institute/Program/Clinical Placement homepages and are available to support all potential and continuing students.

## Pre-registration Nursing Programs – Inherent Requirements Statements

### Ethical Behaviour

<b>Inherent Requirement Statements</b>
Nursing is a profession governed by competency standards, codes of ethics, professional conduct and professional boundaries where nurses are both accountable and responsible for ensuring professional behaviour in all contexts
Demonstrates knowledge and engages in ethical behaviour in practice
<p><b>Justification of inherent requirement:</b></p> <ul style="list-style-type: none"> <li>• Compliance with the standards and codes facilitates safe, competent interactions and relationships with people to ensure their physical, psychological, emotional and spiritual wellbeing is not placed at risk</li> <li>• Compliance with the standards and codes facilitates safe, competent interactions and relationships with people to ensure the students physical, psychological, emotional and spiritual wellbeing is not placed at risk</li> </ul>
<b>Adjustments</b> must not compromise codes and standards or result in unethical behaviour.
<p><b>Exemplars</b></p> <p>Complying with academic and non-academic misconduct policies</p> <ul style="list-style-type: none"> <li>• Demonstrating appropriate behaviour with confidential information in classroom and clinical settings</li> </ul>

## Behavioural Stability

### **Inherent Requirement Statements**

Behavioural stability is required to function and adapt effectively and sensitively in a demanding role.

Demonstrates behavioural stability to work constructively in a diverse and changing academic and clinical environment.

### **Justification of inherent requirement:**

- Behavioural stability is required to work in a changing and unpredictable environment. Nursing students will be exposed to emergency situations and human suffering and will be required to have behavioural stability to manage these events objectively and professionally

**Adjustments** must support stable, effective, and professional behaviour in both academic and clinical settings

### **Exemplars:**

- Being receptive and responding appropriately to constructive feedback
- Coping with own emotions and behaviour effectively when dealing with individuals in the clinical setting

## Legal

<p><b>Inherent Requirement Statements</b></p> <p>Nursing practice is mandated by specific legislation to enable the safe delivery of care.</p>
<p>Demonstrates knowledge and compliance with Australian Law, professional regulations, and scope of practice.</p>
<p><b>Justification of inherent requirement:</b></p> <ul style="list-style-type: none"> <li>• Knowledge, understanding, and compliance with legislative and regulatory requirements are necessary pre-requisites to clinical placements in order to reduce the risk of harm to self and others</li> <li>• Compliance with these professional regulations and the Australian Law ensures that students are both responsible and accountable for their practice</li> </ul>
<p><b>Adjustments</b> must be consistent with legislative and regulatory requirements.</p>
<p><b>Exemplars:</b></p> <ul style="list-style-type: none"> <li>• Complying with the requirement for student registration with the Australian Health Practitioner Regulation Agency (AHPRA)</li> <li>• Complying with relevant child protection and safety legislation</li> </ul>

## Communication

Nursing practice requires effective, verbal, non- verbal and written communication skills.

### Verbal

<b>Inherent Requirement Statements</b>
Effective and efficient verbal communication, in English, is an essential requirement to provide safe delivery of care.
<p>Demonstrates:</p> <ul style="list-style-type: none"> <li>• The ability to understand and respond to verbal communication accurately, appropriately and in a timely manner</li> <li>• The ability to provide clear instructions in the context of the situation</li> <li>• Timely clear feedback and reporting</li> </ul>
<p><b>Justification of inherent requirement:</b></p> <ul style="list-style-type: none"> <li>• Communication may be restricted to verbal because of physical limitations of the individual (e.g. injury, disease or congenital conditions)</li> <li>• Speed and interactivity of communication may be critical for individual safety or treatment</li> <li>• Timely, accurate and effective delivery of instructions is critical to individual safety, treatment and management</li> </ul>
<p><b>Adjustments</b> for impaired verbal communication needs must address effectiveness, speed, clarity and accuracy issues to ensure safety.</p>
<p><b>Exemplars:</b></p> <ul style="list-style-type: none"> <li>• Participating in tutorial, simulation and clinical discussions</li> <li>• Responding appropriately to a care request in the clinical environment</li> </ul>

## Non-verbal

### Inherent Requirement Statements

Effective non-verbal communication is fundamental to nursing and needs to be respectful, clear, attentive, empathetic, honest and non-judgmental.

#### Demonstrates:

- The capacity to recognise, interpret and respond appropriately to behavioural cues
- Consistent and appropriate awareness of own behaviours
- Sensitivity to individual differences

### Justification of inherent requirement:

- The ability to observe and understand non-verbal cues assists with building rapport with people and gaining their trust and respect in academic, work and personal relationships
- Displaying consistent and appropriate facial expressions, eye contact, being mindful of space, time boundaries and body movements and gestures promotes trust and professionalism in academic, work and personal relationships
- Communication may be restricted to non-verbal behaviours. Being sensitive to individual differences displays respect and empathy to others and develops trusting relationships
- The ability to observe and understand nonverbal cues is essential for safe and effective observation of patient symptoms and reactions to facilitate the assessment and treatment of patients

**Adjustments** must enable the recognition, appropriate response or initiation of effective non-verbal communication in a timely and appropriate manner.

#### Exemplars:

- Recognising and responding appropriately in classroom situations
- Recognising and responding appropriately to cues in the clinical environment



## Written

<p><b>Inherent Requirement Statements</b></p> <p>Effective written communication is a fundamental nursing responsibility with professional and legal ramifications.</p>
<p>Demonstrates capacity to construct coherent written communication appropriate to the circumstances.</p>
<p><b>Justification of inherent requirement:</b></p> <ul style="list-style-type: none"> <li>• Construction of multiple essays/assignments to academic standards is required in order to convey knowledge and understanding of relevant subject matter, procedures and professional practice</li> <li>• Accurate written communication, including record-keeping and patient notes, is vital to provide consistent and safe patient care</li> </ul>
<p><b>Adjustments</b> must meet necessary standards of clarity, accuracy and accessibility to ensure effective recording and transmission of information in both academic and clinical settings.</p>
<p><b>Exemplars:</b></p> <ul style="list-style-type: none"> <li>• Constructing an essay to academic standards</li> <li>• Constructing a nursing report in a timely manner that meets professional standards</li> </ul>

## Cognition

Nursing practice requires comprehensive knowledge of theory, skills and competent literacy and numeracy skills.

### Knowledge and Cognitive Skills

<p><b>Inherent Requirement Statements</b></p> <p>Consistent and effective knowledge and cognitive skills must be demonstrated to provide safe and competent nursing care.</p>
<p>Demonstrates:</p> <ul style="list-style-type: none"> <li>• Capacity to locate appropriate and relevant information</li> <li>• Ability to process information relevant to practice</li> <li>• Ability to integrate and implement knowledge in practice</li> </ul>
<p><b>Justification of inherent requirement:</b></p> <p>Safe and effective delivery of nursing care is based on comprehensive knowledge that must be sourced, understood and applied appropriately</p>
<p><b>Adjustments</b> must ensure that a clear demonstration of knowledge and cognitive skills is not compromised or impeded.</p>
<p><b>Exemplars:</b></p> <ul style="list-style-type: none"> <li>• Ability to conceptualise and use appropriate knowledge in response to academic assessment items</li> <li>• Appropriately applying knowledge of policy and procedures in the clinical setting</li> </ul>

## Literacy (Language)

### Inherent Requirement Statements

Competent literacy skills are essential to provide safe and effective delivery of care.

#### Demonstrates:

- The ability to accurately acquire information and convey appropriate, effective messages
- Ability to read and comprehend a range of literature and information
- The capacity to understand and implement academic conventions to construct written text in a scholarly manner

#### Justification of inherent requirement:

- The ability to acquire information and to accurately convey messages is fundamental to ensure safe and effective assessment , treatment and delivery of care
- The ability to read, decode, interpret and comprehend multiple sources of information is fundamental for safe and effective delivery of nursing care

**Adjustments** to address literacy issues must demonstrate a capacity to effectively acquire, comprehend, apply and communicate accurate information.

#### Exemplars:

- Conveying a spoken message accurately and effectively in a clinical setting
- Paraphrasing, summarising and referencing in accordance with appropriate academic conventions in written assignments
- Producing accurate, concise and clear nursing documentation which meets legal requirements

## Numeracy

<b>Inherent Requirement Statements</b>
Competent and accurate numeracy skills are essential for safe and effective care.
Interprets and correctly applies data, measurements and numerical criteria.
<b>Justification of inherent requirement:</b> <ul style="list-style-type: none"><li>• Competent application of numeracy skills is essential in nursing to facilitate the safe and effective delivery of nursing care</li></ul>
<b>Adjustments</b> must demonstrate a capacity to interpret and apply concepts and processes appropriately in a timely, accurate and effective manner.
<b>Exemplars:</b> <ul style="list-style-type: none"><li>• Performing accurate drug calculations</li><li>• Demonstrating accurate recording on a fluid balance chart</li></ul>

## Sensory Abilities

Nursing practice requires adequate visual, auditory and tactile abilities.

### Visual

<b>Inherent Requirement Statements</b>
Adequate visual acuity is required to provide safe and effective nursing care.
Demonstrates sufficient visual acuity to perform the required range of skills.
<p><b>Justification of inherent requirement:</b></p> <ul style="list-style-type: none"> <li>• Sufficient visual acuity is necessary to demonstrate the required range of skills, tasks and assessments to maintain consistent, accurate and safe care to self and others</li> <li>• Visual observations, examination and assessment are fundamental to safe and effective nursing practice</li> </ul>
<p><b>Adjustments</b> must address the need to perform the full range of tasks involved in clinical practice. Any strategies to address the effects of the Vision Impairment must be effective, consistent and not compromise treatment or safety.</p>
<p><b>Exemplars:</b></p> <ul style="list-style-type: none"> <li>• Accurately drawing up medication to administer</li> <li>• Observing and detecting subtle changes in wound assessment</li> </ul>

## Auditory

<b>Inherent Requirement Statements</b>
Adequate auditory ability is required to provide safe and effective nursing care.
Demonstrates sufficient aural function to undertake the required range of skills.
<b>Justification of inherent requirement:</b>
<ul style="list-style-type: none"> <li>• Sufficient auditory ability is necessary to monitor, assess and manage individual health needs consistently and accurately</li> <li>• Auditory assessments and observations are fundamental to safe and effective nursing practice</li> </ul>
<b>Adjustments</b> must address the need to perform the full range of tasks involved in clinical practice. Any strategies to address the effects of the Hearing Impairment must be effective, consistent and not compromise treatment or safety.
<b>Exemplars:</b>
<ul style="list-style-type: none"> <li>• Accurately undertaking a blood pressure measurement by auscultation</li> <li>• Detecting care request by activation of call bell or calls for help</li> </ul>

## Tactile

<b>Inherent Requirement Statements</b>
Sufficient tactile ability is required to perform competent and safe nursing care.
Demonstrates sufficient tactile function to undertake the required range of skills and assessments.
<p><b>Justification of inherent requirement:</b></p> <ul style="list-style-type: none"> <li>• Sufficient tactile ability is necessary to monitor, assess and detect patients' physical characteristics and act on any abnormalities detected to provide thorough nursing care</li> <li>• Tactile assessments and observations are fundamental to safe and effective nursing practice</li> </ul>
<b>Adjustments</b> must have the capacity to make effective assessments of physical characteristics and abnormalities within safe time frames.
<p><b>Exemplars:</b></p> <ul style="list-style-type: none"> <li>• Detecting any changes in circulation observations e.g. temperature and pulse palpation</li> <li>• Conducting a physical assessment and detecting any anatomical abnormalities</li> </ul>

## Strength and Mobility

Nursing practice requires strength and mobility involving fine and gross motor skills.

### Gross Motor

<b>Inherent Requirement Statements</b>
Nursing involves physical demands and requires gross motor function.
Demonstrates the ability to perform gross motor skills to function within scope of practice.
<b>Justification of inherent requirement:</b> <ul style="list-style-type: none"> <li>Sufficient gross motor skills are necessary to perform, coordinate and prioritise care. Tasks that involve gross motor skills include lifting, carrying, pushing, pulling, standing, twisting and bending. Students must be able to demonstrate and perform these tasks consistently and safely to reduce the risk of harm to self and others</li> </ul>
<b>Adjustments</b> must facilitate functional effectiveness, safety of self and others and a capacity to provide appropriate care.
<b>Exemplars:</b> <ul style="list-style-type: none"> <li>Maintaining balance while safely mobilising and transferring individuals or resources</li> <li>Able to safely retrieve and utilise stock and equipment</li> </ul>



## Fine Motor

<b>Inherent Requirement Statements</b>
Nursing is a profession that requires manual dexterity and fine motor skills.
Demonstrates the ability to use fine motor skills to provide safe effective care.
<p><b>Justification of inherent requirement</b></p> <ul style="list-style-type: none"> <li>Sufficient fine motor skills are necessary to perform, coordinate and prioritise care. Tasks that involve fine motor skills include being able to grasp, press, push, turn, squeeze and manipulate various objects and individuals. Students must be able to demonstrate and perform these tasks consistently and safely to reduce the risk of harm to self and others</li> </ul>
<b>Adjustments</b> must facilitate functional effectiveness, safety to self and others and a capacity to provide appropriate care.
<p><b>Exemplars:</b></p> <ul style="list-style-type: none"> <li>Performing an aseptic wound dressing</li> <li>Able to prime, accurately insert and set prescribed rate on an infusion device</li> </ul>

## Sustainable Performance

<p><b>Inherent Requirement Statements</b></p> <p>Nursing practice requires both physical and mental performance at a consistent and sustained level to meet individual needs over time.</p>
<ul style="list-style-type: none"> <li>• Consistent and sustained level of physical energy to complete a specific task in a timely manner and over time</li> <li>• The ability to perform repetitive activities with a level of concentration that ensures a capacity to focus on the activity until it is completed appropriately</li> <li>• The capacity to maintain consistency and quality of performance throughout the designated period of duty</li> </ul>
<p><b>Justification of inherent requirement</b></p> <ul style="list-style-type: none"> <li>• Sufficient physical and mental endurance is an essential requirement needed to perform multiple tasks in an assigned period to provide safe and effective care</li> </ul>
<p><b>Adjustments</b> must ensure that performance is consistent and sustained over a given period.</p>
<p><b>Exemplars:</b></p> <ul style="list-style-type: none"> <li>• Participating in tutorials, lectures, skills throughout the day</li> <li>• Providing consistent care over a negotiated time frame</li> </ul>

## References

Australian Human Rights Commission. Inherent Requirements. <https://humanrights.gov.au/quick-guide/12052> retrieved 0609/2021.

Johnson, A., Allan, T., Phillips, K., Azzopardi, T., Dickson, C., Goldsmith, M & Hengstberger- Sims, C. (2011). Inherent Requirements of Nursing Education (IRONE), UWS Institute of Nursing & Midwifery and Student Equity & Disability Services